

**State Sunshine Collective Bargaining Proposals  
For Inclusion in the Agreement with the  
Union of American Physicians and Dentists (UAPD)  
Bargaining Unit 16**

**General**

In recognition of the Governor's proposed 2008/09 budget and the State's existing and projected fiscal deficit, the State desires to negotiate contract provisions that are fiscally responsible and that will achieve improved efficiencies within State government. The State is especially interested in any concept that reduces employer costs or achieves fiscal savings to the State.

The employer recognizes that the Unit 16 contract expires June 30, 2008 (with the exception of the Plata/Perez Equity Salary Agreements regarding full compensation that expire June 30, 2010), and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. Further, the employer will consider any issue that is arguably within scope for inclusion in a successor contract. Specifically, the State is willing to meet and confer in good faith with the union on the following subjects:

Article 1 – Recognition

Article 2 – Unit Assignment and Classification

Article 3 – UAPD Rights

Article 4 – State Rights

Article 5 – General Provisions

Article 6 – Grievance and Arbitration

Article 7 – Hours of Work

Article 8 – Holidays

Article 9 – Leaves

Article 10 – Salaries and Allowances

Article 11 – Health and Welfare

Article 12 – Personnel Topics

Article 13 – Health and Safety

Article 14 – Employment Movement

Article 15 – Layoff

Article 16 – Miscellaneous

Article 17 – Coverage and Term

Article 18 – Retirement

Article 19 – Permanent Intermittents

Article 20 – Contracting Out

Side Letter 1 – Administrative Representation Fund

Side Letter 2 – DSS Disability and Adult Programs Division – Medical Consultant Bonus Plan

Side Letter 3 – Department of Health Services Dental Consultant I, II, III, and Dental Program Consultant

Side Letter 4 – Monthly Recruitment and Retention Differential to be Added to Base Pay

Appendix A

Attachment B – Goldsmith Letter

Attachment B-1 – Clarification of Goldsmith Letter

**New Proposals**

The State may make additional specific proposals or counter-proposals in any of the enumerated subject areas as issues arise during the course of bargaining.